

Workforce Gender Pay Gap report for the period up to & including 5th April 2017

Staff Payroll

| | |
|-------------------------|--------|
| Mean gender pay gap | 25.18% |
| Median gender pay gap | 30.81% |
| Mean gender bonus gap | 27.54% |
| Median gender bonus gap | 25.14% |

| | Male | Female |
|--|--------|--------|
| Proportion receiving a bonus | 88.46% | 72.73% |
| Proportion in lower quartile band | 17.65% | 82.35% |
| Proportion in lower middle Quartile band | 41.18% | 58.82% |
| Proportion in upper middle Quartile band | 35.29% | 64.71% |
| Proportion in upper Quartile band | 62.50% | 37.50% |

Temporary Worker Employees

| | |
|-------------------------|--------|
| Mean gender pay gap | -0.53% |
| Median gender pay gap | 0.00% |
| Mean gender bonus gap | 0.00% |
| Median gender bonus gap | 0.00% |

| | Male | Female |
|--|--------|--------|
| Proportion receiving a bonus | 0.00% | 0.00% |
| Proportion in lower quartile band | 62.96% | 37.04% |
| Proportion in lower middle Quartile band | 61.11% | 38.89% |
| Proportion in upper middle Quartile band | 61.11% | 38.89% |
| Proportion in upper Quartile band | 69.16% | 30.84% |

I confirm the information provided is accurate.

D. Alekna

David Alekna Company secretary.

Explanatory Notes:

Report for permanent members of staff.

The main reason for the gender pay gap is that a percentage of female employees work part time and have also entered into a salary sacrifice childcare scheme. Whereas all male employees are full time. Our receptionists at branches are also predominately younger female employees on lower salaries than consultants.

There is no discrimination between gender pay. We have senior female employees at Branch manager level and also Director Level.

We have a higher percentage of female employees compared to male. The mean pay rate for female employees is £11.62 and the median is £9.88.

The reported commission/ bonus figures are paid monthly for the previous months activities.

We don't discriminate between male and female employees.

Pay scales depend on the experience and role undertaken. In theory, we could reduce the imbalance by employing more male receptionists and resourcers which are the lower paid functions within the company, but as there is no discrimination it depends on who applies for the vacancies and who is the best person for the job. We do not intend to change our employment methods to artificially manipulate the figures for Gender Pay Gap reporting. I am sure during the next two years with the progress a number of our female employees are making the gap will naturally decrease.

The figures below for the temporary workers highlight there is no pay gap between male and female employees. There is no discrimination between genders or pay rates.